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localinsights

An economic and labor market analysis of the Southeast Utah Area

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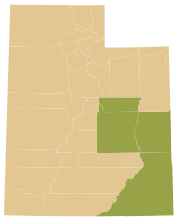
Race, Ethnicity and Gender in Southeast Utah's Workforce



BY ERIC MARTINSON, ECONOMIST

In the 1950s and 60s, the country was amid great civil rights struggles. In 1964, President Lyndon B. Johnson signed the Civil Rights Act of 1964, declaring unlawful the employment practice of discrimination of all kinds based on race, color, religion, sex, or national origin. In the following year, President Johnson issued an Executive Order to enforce the "affirmative action" toward the fair treatment of minority prospective employees in all aspects of hiring and employment. In the early 1970s, the Equal Employment Opportunity (EEO) Tabulation was designed to measure and encourage an employer's compliance to anti-discrimination laws and regulations.

About EEO Tables

The EEO tabulations have since served as the primary external benchmark for comparing race, ethnicity, and gender composition of an organization's internal workforce to its analogous external labor market, within a specified geography and job category. Private-sector employers with federal contracts report to the Office of Federal Contract Compliance Programs, allowing the Equal Employment Opportunity Commission to compare the minority and gender compositions of the employers' workforce against the external labor force in the geographic region in which the employers operate.

The first EEO tabulation used the 1970 U.S. Decennial Census data for benchmarking. The tabulation became a regular Census Bureau product beginning with the 1980 Census and subsequent Censuses until the mid-2000s. At this time, the American Community Survey (ACS) was implemented to replace the long-form reporting of the Decennial Census, which meant that the Decennial Census would no longer issue EEO tabulations. It was then determined that the upcoming EEO tabulation would be provided by ACS. In late 2012, ACS released the 2006–2010 ACS Tabulation using five years of ACS data.

Other than the great value for which the tabulations were intended—for benchmarking employer compliance with affirmative action expectations—the EEO tables contain estimates for resident-reported workforce (those

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employed and unemployed seeking work) and the labor force as reported by employers. These estimates are cross-tabulated by gender, race, Hispanic or Latino ethnic origin, educational attainment, citizenship, employment, earnings, and age. Depending on the population of a particular geography, the assortment of accessible variables may be more limited than this list. The tabulations allow for yet another piece of the labor market picture to aid our total understanding of workforce dynamics at various levels of demographical, occupational, and geographical detail. The EEO tables can be found using the U.S. Census Bureau's American FactFinder tool on the Census Bureau's website at www.census.gov or by visiting www.census.gov/people/eeotabulation/ which provides more details about the EEO Tabulation program.

Southeast Utah EEO Tables

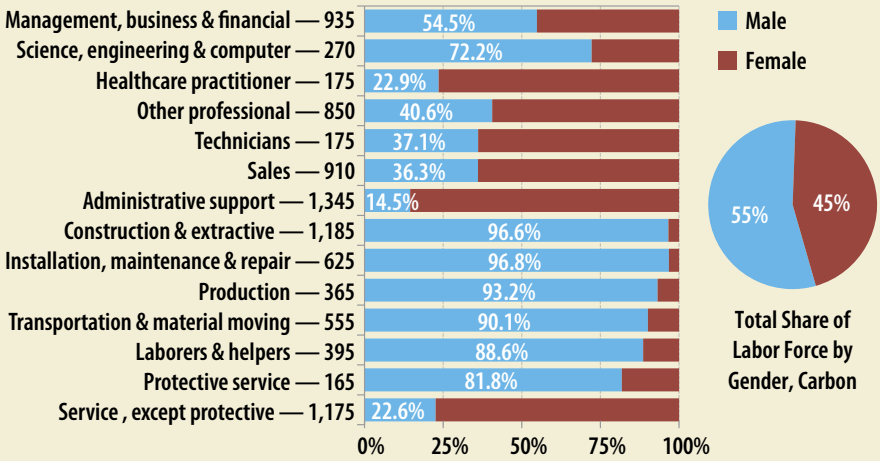
Before getting into the thick of information the tabulations have to offer, it would be wise to note a couple of things. First, the EEO tabulations for each of the counties in Southeast Utah (Carbon, Emery, Grand, and San Juan) do not include the level of detail found in more heavily-populated counties. For example, employment tables for the Southeast counties provide cross-tabulated estimates of employment rolled up into occupational groups instead of by individual occupations that one could get for a county like Salt Lake. Second, the tabulations are based on ACS estimates. As with any survey results, margins of error should be taken into account when evaluating any estimate. Third, many of the tabulations use both resident population estimates (data is provided by where respondents live) and worksite estimates (data is provided by where respondents work). This aspect allows for the comparison of employment composition in an organization versus the structure of the exterior labor force within a given locality. It is important to keep track of which datasets are accessed when using the data.

The Distribution of Men and Women in the Southeast Labor Force

The proportion of the employed workforce (as reported by worksite in the area) in Castle Country (Carbon and Emery) favored males. In Carbon County, 55 percent of the employed workforce was male, which mirrored the statewide share of males employed in the workforce. The share of employed males was larger in Emery County, at 61 percent. In Grand County, the employed workforce was almost perfectly split (51 percent male). Like the statewide split, San Juan's employed were 55 percent male. With the exception of Grand, these shares seem to reflect the overall workforce in these counties (comprised of both employed and unemployed seeking work), as reported by the residence. The estimate of employed females reported by work location (49 percent) was higher than the overall share of women in the labor force (as reported by residence (45 percent). Figures 1 through 4 give some insight into the distribution of the sexes in the county labor forces by occupational group.

The disparities between workforce participation of males and females by occupational group was apparent in both Carbon and Emery, which both shared the same patterns within the labor force. Those occupational groups which are comprised primarily of jobs in office settings had higher shares of females. Administrative support jobs were at least 80 percent female in Castle Country. Service (except protective) occupations were represented by at least three out of every four women

Figure 1: Carbon County Occupational Groups by Gender



Source: U.S. Census Bureau; American Community Survey EEO Tabulation

in both Carbon and Emery. Technicians (examples include library technicians, paralegal assistants, lab technicians, etc.), sales jobs and healthcare practitioners also tended to be represented more by women than men in Castle Country.

A glance at the occupational groups by gender for Grand and San Juan County revealed a slightly more even distribution, but overall the pattern among male and female workers was about the same.

The men in the Southeast labor force, then, were distributed primarily in those types of occupations that tended to be a bit more physical, such as construction and extractive jobs, production transportation and material moving, and laborers and helpers. Interestingly, female workers in the management, business, and financial occupations in Grand and San Juan County outweighed the presence of males.

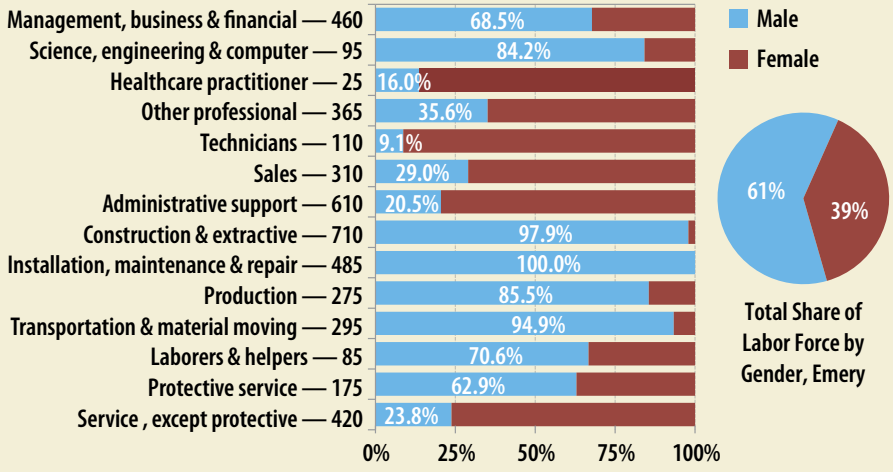
Educational Attainment

EEO tabulations also provide educational attainment data. These data are provided by the resident population respondents and account for U.S. citizens in the civilian labor force who are over the age of 20.

The proportion of males in the labor force (20 years and older) who do not have a high school degree (or equivalent) was lowest in Emery (7 percent). This statistic was 11 percent in Grand and San Juan, and 14 percent in Carbon. On the other end of the educational attainment spectrum, 18 percent of men in Carbon had at least a Bachelor's degree, while 13 percent of females in the labor force had at least a Bachelor's degree. In Emery, 20 percent of males in the workforce had at least a Bachelor's, higher than the 15 percent share among women who have achieved the same.

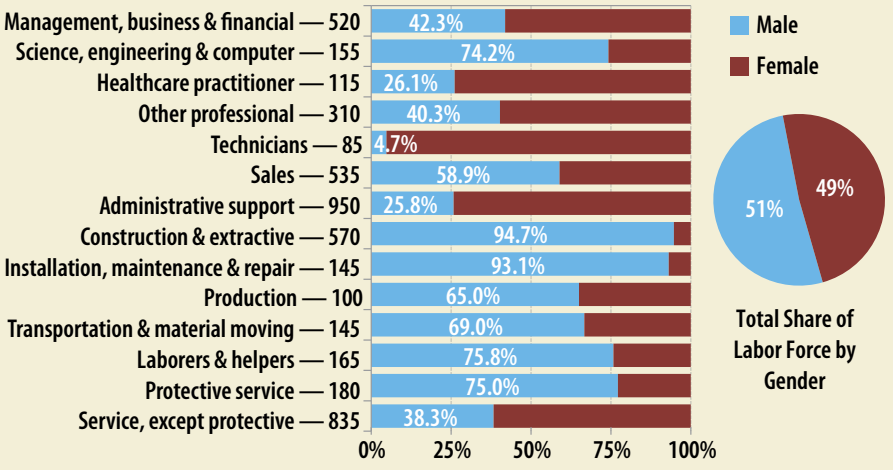
The picture of higher education among the Grand and San Juan workforce was significantly different, however. Higher shares of both men and women had at least a Bachelor's degree. The share among male workforce participants in Grand who had at least a Bachelor's degree (31 percent

Figure 2: Emery County Occupational Groups by Gender



Source: U.S. Census Bureau; American Community Survey EEO Tabulation

Figure 3: Grand County Occupational Groups by Gender



Source: U.S. Census Bureau; American Community Survey EEO Tabulation

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of men) was about the same as women (30 percent). In San Juan, 26 percent of men in the labor force had at least a Bachelor's degree, whereas 20 percent of women were in the same category.

Race and Ethnicity in the Workforce

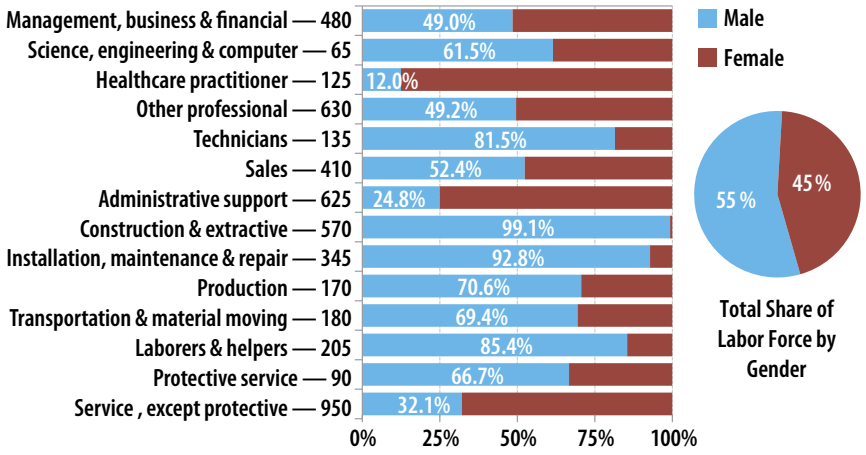
EEO tabulations also provide information regarding the racial/ethnic breakouts at various geographical levels. Figure 5 illustrates the racial/ethnic segments for workers employed in the southeastern counties. These were the workers reported by employers in the county, which was drawn from the worksite respondents.

While the breakout of race and ethnicity in Carbon, Emery, and Grand were quite similar (89 percent white in Carbon and Grand, and 92 percent white in Emery, Native Americans made up more than 40 percent of the entire employed share of the workforce in San Juan County. These racial/ethnic patterns among the employed portion of the workforce in each of these counties matched up relatively well to the distribution among the greater workforce (those who were employed and unemployed seeking work).

Value of EEO Tabulations

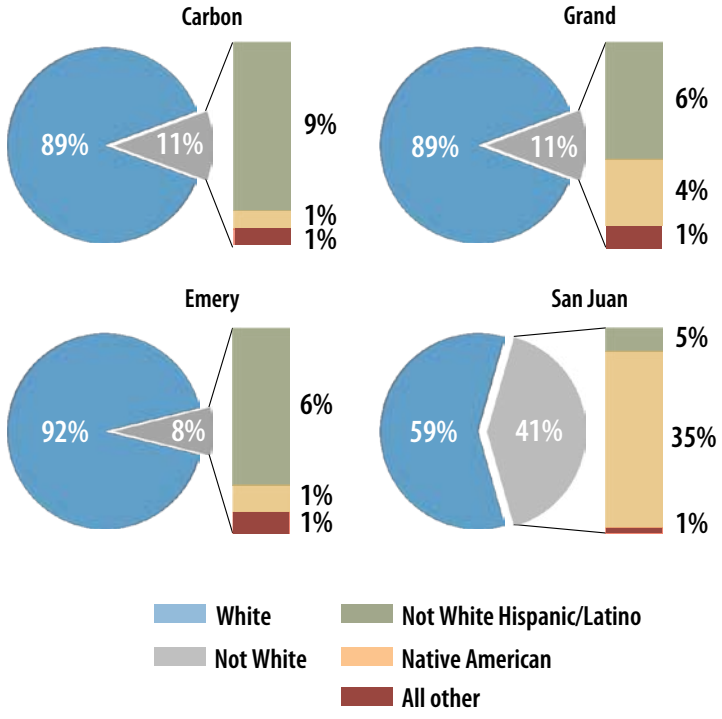
As has been demonstrated, the EEO tabulations are very useful in providing yet another perspective of the labor force. When data sets are hard to come by at the county level, the value in the information that these tables provides is increased. For more information, please visit the U.S. Census Bureau's webpage at www.census.gov.

Figure 4: San Juan County Occupational Groups by Gender



Source: U.S. Census Bureau; American Community Survey EEO Tabulation

Figure 5: Southwest Counties Race and Ethnicity in the Workforce



Source: U.S. Census Bureau; American Community Survey EEO Tabulation

Third-Quarter Economic Indicators *for Southeast Utah*

BY ERIC MARTINSON, ECONOMIST

Castle Country

Total nonfarm payroll employment for Castle Country (Carbon and Emery Counties) averaged 12,245 jobs for the second quarter of 2013, down 1 percent from the third quarter of 2012. While the total employment trend in this region has been contracting since the Great Recession, the good news is that it appears that this contraction is slowing and may finally be bottoming out by mid-2014. The heart of Utah's coal country, mining employment in Castle Country has been on the decline as broad demand for coal has fallen sharply since 2008. This underscores the importance of coal mining in the region's overall labor market and economy. When coal mining struggles, it has an impact on the rest of the local economy. With the closure of a Carbon County energy plant slated in 2015 (coal-powered electricity generation), the impact to employment and the overall economy remains to be seen.

Both the goods-producing and the services-providing sectors suffered shrinking jobs. The area felt its deepest losses in mining, which shed 54 jobs in the region on a year-over-year basis. Transportation and warehousing was also responsible for more year-over job losses. Retail trade and leisure and hospitality, on the other hand, added an average of 37 jobs each compared to last year's third quarter, while health care and social services added around 38 jobs.

Carbon County

As of September 2013, Carbon County year-over-year nonfarm payroll employment was down 1.7 percent, 157 jobs fewer than in September 2012. The mining job losses in Castle Country were concentrated mainly in Carbon County, which had 112 fewer third-quarter jobs compared with 2012. Despite the continued loss of mining jobs, bright spots in the county labor market included manufacturing job gains (23 more jobs), as well as net gains in retail trade (53 more jobs), accommodation and food services (42 jobs), and health care and social services (34 more jobs). Leisure and hospitality, too, showed a boost with 39 more third-quarter jobs, year-over-year. A weekly average of 17 initial unemployment insurance claims were filed during the fourth quarter of 2013, a slight improvement over last year. Most of the claims appeared from construction, retail trade and from federal government (during the sequester weeks early in the fourth quarter).

Total nonfarm payroll employment for Castle Country (Carbon and Emery Counties) averaged 12,245 jobs for the second quarter of 2013, down 1% from the third quarter of 2012.

Third-Quarter Economic Indicators Continued

The Utah State Tax Commission reported a 4-percent decrease in year-over taxable sales for Carbon County during the third quarter of 2013. The downward consumption trends in Carbon, based on the county's taxable sales data, appear to be slowing and may be heading back up during 2014, which is welcomed news in a local economy which has been experiencing setbacks for several quarters.

Emery County

Employment is up in Emery. Total nonfarm payroll employment for Emery County in September 2013 was 3,477, a 1.7-percent increase, or 59 more jobs year-over-year. Averaging employment counts over the third quarter, total nonfarm employment was up 1.6 percent, marking the third consecutive quarter of employment growth in the county, which had been negative throughout 2011 and 2012. The change in payroll mining employment showed growth of 13.5 percent compared to third quarter 2012. However, further inspection revealed that this "growth" was actually due to a non-economic factor. An example of a non-economic factor is when an employer changes counties and so the counts previously applied to one county change to another. The non-economic factor can change the time series of payroll employment but should not indicate an economic/business condition employment change. Mining employment, once the non-economic factor is adjusted, has actually been trending steadily down for the last several quarters.

A weekly average of 14 initial unemployment insurance claims were filed during the third quarter of 2013. Most of the claims appeared from construction and from federal government (during the sequestration early in the fourth quarter). Business and household consumption activity was modest as third-quarter 2013 taxable sales for the county were up 2 percent, slightly higher compared to third quarter 2012.

Southeast Utah

Total nonfarm payroll employment for Southeast Utah averaged 9,558 jobs for the third quarter of 2013, up 1 percent from the third quarter of 2012. Losses in mining were tempered by net gains in construction and manufacturing, leaving overall goods-producing employment virtually unchanged from the third quarter of 2012. The service-providing sector third-quarter employment was up 1 percent. Bright spots in the region's labor market appeared in health care and social services, leisure and hospitality, and trade, transportation and utilities. Financial activities also reported year-over growth.

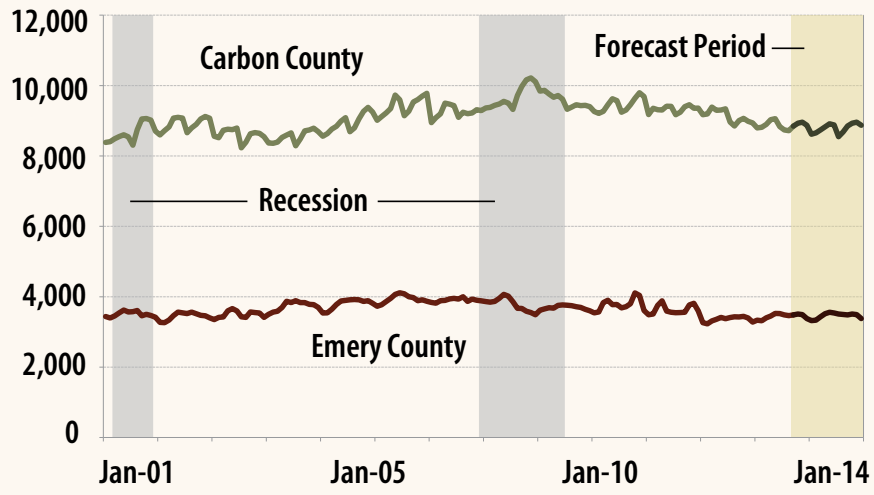
Grand County

Grand County's third quarter nonfarm payroll employment was up slightly from 2012. While goods production showed some slight job loss, the services sector grew by 2 percent, or 88 jobs, during the third quarter of 2013. Retail trade and leisure and hospitality, important industries for Grand County employment, were both up, marking another positive summer season. Figure 8 provides a seasonal analysis of Grand County's leisure and hospitality industry. Shown are the summer month employment counts over the last five years and forecasts for 2014. Summer employment in leisure and hospitality has been expanding over the last several years, particularly between 2010 and 2012.The growth has since slowed somewhat in 2013 but is still growing. Next summer will likely see continued employment growth in leisure and hospitality.

San Juan County

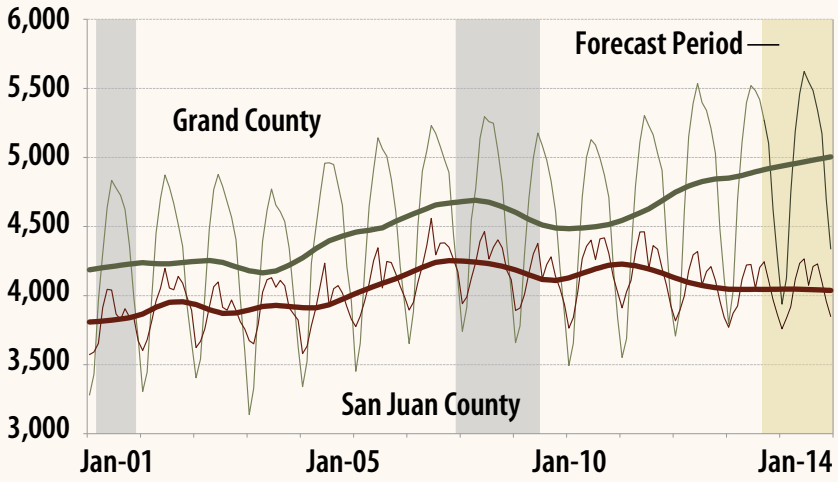
Average third-quarter payroll employment in San Juan was virtually unchanged from

Figure 6: Carbon County and Emery County Total Nonfarm Payroll Employment, January 2001 to December 2014[f]



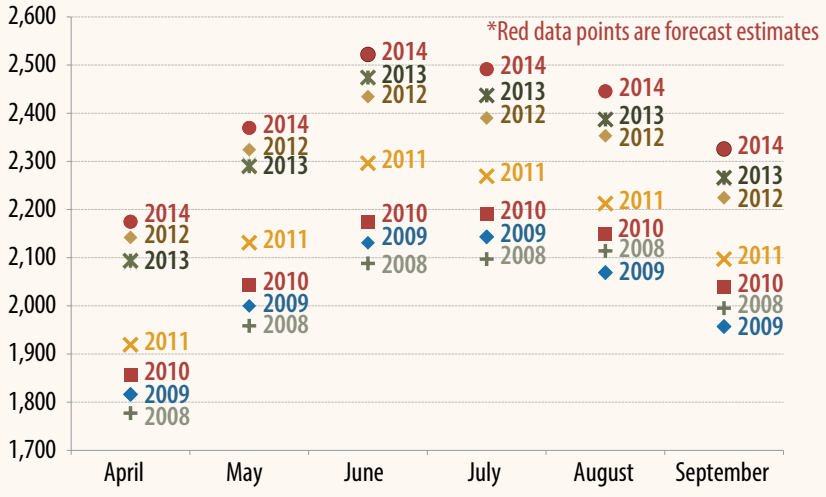
f=Forecast: October 2013 to December 2014

Figure 7: Grand County and San Juan County Total Nonfarm Payroll Employment, January 2001 to December 2014[f]



f=Forecast: October 2013 to December 2014

Figure 8: Grand County Summer Leisure and Hospitality Employment, 2008 to 2014[f]



f=Forecast: October 2013 to December 2014

2012. As figure 7 shows, the downward trend in employment for San Juan appears to be flattening. While there was a drop in mining employment during the quarter, this was more than offset by gains in construction and manufacturing. The services-providing industries remained essentially unchanged. Despite moderate losses in several services industries, health care and social services added 103 third-quarter jobs, a net gain of 21 percent.

Taxable sales for the county have been trending up over 2013. Although third-quarter taxable sales were down 17 percent in 2013 compared to 2012, this drop reflected a particularly strong third quarter in 2012.

While there were some shady pockets in Castle Country's economic performance during the most recent quarter of reported employment, there were plenty of bright spots. Though Carbon and Emery County struggled to keep mining jobs, the health care and social services industries are growing at a healthy pace. Although consumption in Castle Country has been trending down for the last several quarters, this downward trend appears to be flattening out toward the end of 2013. Southeast Utah is still expanding summer employment in leisure and hospitality. Health care and social services is also expanding at a healthy pace. Consumption is also up in both Grand and San Juan as taxable sales show.

Total nonfarm payroll employment for Southeast Utah averaged 9,558 jobs for the third quarter of 2013, up 1% from the third quarter of 2012.

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The Equal Employment Opportunity Data

BY MELAUNI JENSEN, LMI ANALYST

From 2010 - 2013, there was an estimated 5.0 percent population growth in Utah compared to 2.4 percent in the United States. Demographic statistics like this from the U.S. Census Bureau's American Community Survey (ACS) are important and useful for the communities of Utah. The ACS asks a variety of demographic questions including race, gender, employment, income and education, and is a valuable source of occupational information. The survey provides unbiased data that are used to create occupational profiles as complete and accurate as possible. Profiles can then be used by government, community organizations or private businesses to make informed decisions.

Regional economists at the Department of Workforce Services analyze the data in an effort to tell a story about the changing aspects of the economy. The profile for a geographic area helps to reveal trends in the workforce and the economy. For instance, research has shown that the changes in age, compared to population growth, could make an impact on the future workforce. As people live longer, more workers retire, which can reduce the growth in the future labor force. Communities will need information like this to keep up with changing dynamics.

The ACS tells stories that can help communities to plan. Businesses can use the information about education and employment to find strategic places to develop new establishments in their industry. A business specializing in senior services might look for potential employees skilled in nursing, or a business trying to obtain funding needs to show that their diversity follows the community. In an effort to keep up with basic services, local governments can look at commuting patterns and population to make decisions about transportation, or aging statistics to find the need for hospitals and schools. Local non-profit groups benefit from seeing a profile of the area that helps with emergency planning, finding funding or developing community projects. In a world that is growing technologically, jobs are changing and educators might use the data to evaluate the need to teach new methods and skills.

The combinations are endless in both the gathering and the analysis of these statistics, but it is clear that demographics are an important tool for communities transitioning to the changing future.

Many of these analyses can be found on Utah's Labor Market and Economy blog and other publications. http://jobs.utah.gov/wi/pubs/publicat.html and http://economyutah.blogspot.com